



**THE UNITED REPUBLIC OF TANZANIA**

**POLICY ON WOMEN IN DEVELOPMENT  
IN TANZANIA**

**MINISTRY OF COMMUNITY DEVELOPMENT  
WOMEN AFFAIRS AND CHILDREN  
MARCH 1992**



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<u>CONTENTS:</u>	<u>PAGE</u>
<u>CHAPTER ONE:</u>	<u>1</u>
<b>INTRODUCTION:</b>	<b>1</b>
A: Tanzania's Belief in Equality and Human Rights.....	1
B: Current Situation of Women in Tanzania .....	
C: Rationale of the Policy of Women in Development.....	4
D: Goals of the Policy on Women in Development in Tanzania.....	5
<u>CHAPTER TWO:</u>	<u>6</u>
<b>THE CONCEPT OF WOMEN IN DEVELOPMENT</b>	<b>6</b>
A: The concept of Women in Development.....	6
B: Interpretation of the concept.....	7
C: Strategies for eradicating all forms of discrimination against women.....	7
<u>CHAPTER THREE:</u>	<u>8</u>
<b>TAKING ACCOUNT OF GENDER IN THE PLANNING PROCESS..</b>	<b>8</b>
A: The existing Problems.....	9

B:	Measures for solving the existing problems.....9	9
	- Formulation of Plans.....10	10
	- Distribution of resources.....11	11
	- Elimination of all forms of discrimination against women.....11	11
C:	Responsibility of Society, Government and other Institutions.....11	11
	<b>CHAPTER FOUR: .....13</b>	13
	<b>WOMEN PARTICIPATION IN DEVELOPMENT.....13</b>	13
A:	Limitation to full participation .....13	13
B:	Ways to ensure full participation of women .....14	14
	. Education and training .....14	14
	. Decision-making .....15	15
	. Employment in the formal and in -formal sectors .....15	15
	. Participation of Women at International level.....14	14
C:	Responsibility of Ministries and other Institutions .....16	16
	<b><u>CHAPTER FIVE</u> .....18</b>	18
	<b>REDUCING WOMEN'S WORKLOAD: .....18</b>	18
A:	Scope and Quantinty of Women's workload.....18	18
B:	Ways to alleviate women's workload .....19	19

C: Responsibility of Society, Ministries and other Institutions .....	20
<b><u>CHAPTER SIX:</u></b> .....	<b>20</b>
<b>COORDINATION OF WOMEN'S DEVELOPMENT.....</b>	<b>20</b>
A: Discrepancies in the Coordination of Women's Development.....	20
B: Ways to strengthen Coordination .....	21
C: Responsibility of Ministries and other Institutions.....	21
CONCLUSION.....	22

## CHAPTER ONE

### INTRODUCTION:

- A: Tanzania's belief in Equality and Human Rights.
- B: Current Situation of Women in Tanzania
- C: Rationale of the Policy of Women in Development
- D: Goals of the Policy on Women in Development.

#### **A: Tanzania's Belief in Equality and Human Rights.**

1. Tanzania believes in the equality and rights of each person. This belief is enshrined in the constitution of the United Republic of Tanzania of 1977 as amended in 1984. The constitution emphasizes the equality of each person, respect for each person's humanity and right to justice before the law. Implicitly it safeguards gender freedom, security of life, right to ownership of property and productive resources, right to work and receive the fruits of that work, and right to education to one's desired level. In brief, Tanzania wishes to have a society in which an individual is assured of equality, justice, freedom and the opportunity to participate and use to the fullest extent one's ability, and talents for community affairs, leadership, culture, production and to benefit from the social services available in order to develop and raise the standard of living.

Tanzania is a signatory to the United Nations Declaration on Human Rights, which stresses that each person is equal before the law and has equal rights, in the distribution of resources and in social services. Furthermore, Tanzania has signed the Organization of African Unity's Charter on Human and Peoples Rights. She has also ratified the United Nations Convention on the eradication of all forms of discrimination and prejudice against women.

3. Tanzania accepts and recognizes the important reproductive role played by women in society. Historically, women throughout the world, have had the responsibility of nurturing the family. They are the reproducers, the nurturers and guardians of children and family. They are in fact the nurturers of society. Despite the various steps taken, our country has not been completely successful in ensuring that women have the freedom, opportunity and respect that is enjoyed by men in economic, political, social and cultural development. One of the reasons contributing to this has been the lack of a specific policy for promoting the development of women in the country.
4. Having such a specific policy will help the public at large, political parties, leaders, government institutions, non-governmental organisations and experts to understand clearly the Concept of Women in Development. In this way, they will become motivated and consequently understand their roles and responsibilities in ensuring that deliberations, procedures, laws, plans, and programmes which are being formulated and implemented, take into account the need to integrate women in national development plans. Emphasis should be directed at promoting women talents and abilities which will facilitate their full participation in development, their liberation and in the improvement of their living conditions, in particular, and that of the society, in general.

**B: Current Situation of Women in Tanzania:**

5. According to the 1988 population census, women constitute nearly 51% of the total population. Tanzania's economy depends heavily on agriculture; about 90% of the able-bodied population is engaged in agriculture of which about 75% are women. Yet the status of women is still low, both economically and socially. In spite of the efforts made by the government, it remains a fact that very few women participate in decision making.

6. Efforts made by the Government in promoting women include:

- (i) The formation of organizations which aim at the development of women such as: The Tanzania Women's Organization (UWT) and the Ministry of Community Development, Women Affairs and Children.
- (ii) Introducing a new system of education which was geared towards the enrolment of more girls and establishment of co-educational secondary schools to reduce the disparity between the number of girls and boys in secondary schools and higher learning Institutions.
- (iii) Introducing universal primary education and adult education.
- (iv) Introducing a system of reviewing all laws which discriminate against women.
- (v) Strengthening social services, such as health and water, and setting up special services for women for example, mother and child health (MCH), and Family Planning Services(UMATI) etc.
- (vi) Enabling Tanzania to become a member of International Organizations dealing with women's issues.
- (vii) Implementing international agreements which safeguard the rights of women. For example, Tanzania has ratified the United Nations Convention on the eradication of All forms of Discrimination Against Women.

7. In spite of all these efforts, the situation of the majority of women is still not satisfactory. This situation is the result of various factors including:

- (i) Customs and traditions which discriminate against women.



- (ii) Lack of a correct interpretation of the concept women in development.
- (iii) Lack of a specific body charged with the responsibility of framing and issuing guidelines and following up implementation of development programmes for women.
- (iv) Lack of guidelines on the planning and development of women in general.
- (v) Inadequate incorporation of women issues in the planning process at all levels, village, district, region and nation.
- (vi) Unfair distribution of resources.
- (vii) Lack of strategies and techniques to womens' participation in national development.
- (viii) Non-recognition and appreciation by the society of the multiple roles and the heavy workload borne by women.

**Rationale of the Policy of Women in Development:.**

The purposes of the Policy on Women in Development are:-

- (i) To provide a correct interpretation of the concept of women in development. This interpretation will also assist in overcoming customs and traditional practices which millitate against women.
- (ii) To ensure that, society recognizes and appreciates the various activities performed by women and therefore establish national plans and programmes to reduce their heavy workload.
- (iii) To establish concrete gender sensitive plans with equitable distribution of resources.

(iv) To establish a body/women machinery which would coordinate, frame and issue guidelines, and follow-up the implementation of the women's development issues.

(v) To ensure full participation and involvement of women in national development programmes so as to tap and fully utilize their abilities/potentials.

9. This policy will be implemented concurrently with other sectoral policies and government decisions.

**D: Goals of the Policy on Women in Development in Tanzania:**

10. The Policy on Women in Development in Tanzania has the following objectives:

(i) To define the meaning of the "concept of women in development".

(ii) Identifying problems arising from planning without gender focus and to give guidelines in planning with a gender focus.

(iii) Identifying obstacles hindering the participation of women in development and to direct ways of removing the same .

(iv) Initiating strategies and establishing a system of reducing women's heavy workload.

(v) To expound on ways which will be used in coordinating women development programmes.

## CHAPTER TWO

### THE CONCEPT OF WOMEN IN DEVELOPMENT

- A: The concept of Women in Development.
  - B: Interpretation of the concept.
  - C: Strategies for eradicating all forms of discrimination against women.
- A: The concept of Women in Development**

11. The concept of "Women in Development" should be viewed from the totality of the basis and wider meaning of Community Development, for the simple reason that women are a very important component of the society in bringing about societal development.
12. Community development is a process whereby peoples efforts are merged with those of government and non-governmental organizations to raise the economic, environmental, socio-cultural standards and assist fully in national development.
13. The correct interpretation of the concept of "Women in Development" will enable the government and other organizations to recognize and appreciate the contribution made by women in their roles of reproduction, production and community, within the family and the society at large.
14. The concept of women in development is a process of empowering women so as to realize their potential. This entails:
  - (i) Recognizing their potentials in the society.
  - (ii) Recognizing their ability to make decisions which affect their lives.
  - (iii) Utilizing the resources and produce of their labour.

- (ii) To integrate women issues into all sectoral development plans as well as to involve them in administrative responsibilities and in decision-making.
- (iii) To indicate statistically the contribution of both men and women in the development process.
- (iv) To eradicate all obstacles hindering women from having access to education and training opportunities to the level which they desire.
- (v) To eradicate from the society ideas, conduct, norms, values, customs and traditions which hinder women from participating fully in economic, social, cultural and political development in order to become totally free.
- (vi) To eradicate all actions which harass and discriminate against women on sexual grounds and which portray them as subordinate members of the society.
- (vii) To promote a culture which encourages social justice and equality for each person.
- (viii) To provide women with services which ensure safe motherhood, better ways of rearing children and the family.
- (i) To promote the potentials and strengthen the talents of women.

### **CHAPTER THREE:**

#### **TAKING ACCOUNT OF GENDER IN THE PLANNING PROCESS.**

: The existing problems.

: Measures for solving the existing problems.

- (iv) Having the ability to acquire, utilize and promote science and technology which will reduce and ease their daily workload.

**B: Interpretation of the concept.**

- 15. In Tanzania, the concept of Women in Development means the integration of women in national development endeavours to bring about social, economic, ideological, cultural and political liberation. The integration of women in development must be based on social justice, equality, peace, honesty, truthfulness and mutual appreciation by ensuring that the planning and implementation of development activities, the distribution of resources and income and provision of services and important opportunities are done without gender bias.
- 16. This interpretation of the concept of Women in Development means that women will have freedom, knowledge, skills and resources needed for their active recognisable and valued participation and contribution.
- 17. A true social equality will only be attained when the society has achieved a social, cultural transformation and developed behaviour based on justice in the process of assessing the question of women in development.

**C: Strategies for eradicating all forms of discrimination against women.**

- 18. Important issues to be given priority in the eradication of all forms of discrimination against women include:
  - (i) Women to have the right to own and inherit resources and implements for production and the right to own the income accrued from their own labour.

**C: Responsibility of Society, Government and other Institutions.**

**A: The existing problems.**

19. Tanzania has procedures and regulations for formulating plans for society based on the assumption that national plans take into account the needs of the people regardless of sex. This system of planning has shown some deficiencies since it does not take into consideration the fact that developmental needs of women and men are different.
20. The present planning procedures and regulations do not provide for mandatory provision of gender statistics nor statistical analysis of the contribution expected from women or men. Likewise, these plans do not show statistically how women and men benefit from these plans. In view of the foregoing, issues affecting women are not included in the national development plans.
21. There is lack of concrete plans to empower women to increase their ability, expertise and skills to perform their roles.
22. Distribution of resources between women and men in the Tanzanian society has had shortcomings for a very long time. Laws, traditions, customs and the guidelines for resource distribution have been unfavorable to women. This problem is at both national and family levels. For this reason, plans and programmes directed towards women are not given adequate and appropriate resources and therefore, they are not implemented, thus aggravating the unfortunate situation of women.
23. Human resource deployment in implementing plans does not take into account the many responsibilities which women have and the consequent result is that the planned objectives are not attained.

**B: Measures for solving existing problems:**

24. **Formulation of plans.**

- (i) The Development planners at all levels should be educated and sensitized on the importance and methodology of planning with a gender focus in order to prepare gender specific plans.
- (ii) Guidelines on the formulation of plans and programmes with gender consciousness to be issued in order to ensure that women issues are integrated in the plans at all levels.
- (iii) To have a workable system which will ensure the effective participation of women in planning and implementation of development plans.
- (iv) Programme planners should be sensitized on the importance of involving women in all stages of the planning process and also in the implementation of development plans.
- (v) Monitoring, evaluation and feedback of women's participation should be part and parcel of the planning process.
- (vi) To develop and maintain gender specific statistics.
- (vii) To develop concrete plans for human resource development plans which takes into account women responsibilities.
- (viii) Implementation of development plans should encourage the availability, dissemination, use and maintenance of appropriate technologies geared towards reducing women's workload.
- (ix) International fora concerned with development of social planning should involve women.

**25. Distribution of Resources:**

- (i) Resources should be fairly distributed according to responsibilities and needs.
- (ii) To review procedures, statutory and customary laws which adversely affect the distribution of resources within the society by enacting new laws which ensure a fair allocation of resources.
- (iii) To educate the society on the importance of fair distribution and ownership of resources.
- (iv) To develop indicators which are to be taken into account when using and deploying women's labour force.
- (v) To establish financial institutions which will avail women with credit facilities.

**26. Elimination of all forms of discrimination against women.**

- (i) To sensitize and educate the community and the society at large, so as to develop a culture which values human dignity.
- (ii) To develop and maintain traditions and customs which value equality.
- (iii) To amend and enact laws that enhance the role of women and supervise their enforcement.

**C. Responsibility of Society, Government and Other Institutions.**

- 27. Ministries responsible for Planning, Regional Administration, Local Governments, and Women's Affairs should prepare and provide guidelines on planning with a gender focus.
- 28. The Institutions responsible for Planning, Womens' Affairs, Regional administration, Local Government, should educate the planners on the methodology to plan with a gender focus.



29. Training institutions should incorporate gender specific planning in the curricula.
30. Institutions responsible for Planning, in collaboration with Special Body dealing with women's issues and all other Ministries should prepare a framework for involvement and incorporation of women's participation in the planning process.
31. All Ministries should mobilize the society on the importance of involving women in all processes of development planning.
32. The Institutions responsible for Planning in collaboration with all Ministries and other Institutions should prepare appropriate implementation procedures for plans directed to women.
33. The Institution responsible for Planning, in collaboration with all Ministries should prepare a comprehensive procedure for getting feedback on women's full participation in the development process.
34. The Institution responsible for Planning should ensure that plans at all levels reflect and indicate clearly the required resources and the contribution of women.
35. The Institution responsible for Planning, Treasury in collaboration with a Special Body/Women Machinery, should prepare and provide national guidelines for resource distribution.
36. The Ministries responsible for Regional Administration, Local Governments and the Women machinery, should educate the society on the importance of non-discriminatory allocation of resources.
37. The Ministries responsible for Justice and Home Affairs in collaboration with other Ministries responsible for Education, Culture, Social Welfare and Women Machinery, should

review all laws (except religious ones) in order to amend those which oppress women.

38. The Institution responsible for Planning, in collaboration with Ministries responsible for Regional Administration, Local Governments and Women Machinery should set criteria to be used when promoting womens labour force.
39. The Treasury and Financial Institutions, in collaboration with the Womens Machinery should formulate credit policy guidelines which will ensure women's access to credit.
40. The Treasury in collaboration with the Women's Machinery should establish Women's Financial Institution in order to support women in their efforts for self advancement.
41. The government should establish a Special Body/Women Machinery to deal with specific issues on women's development.

#### **CHAPTER FOUR.**

##### **WOMEN PARTICIPATION IN DEVELOPMENT**

- A: Limitations to full participation of women
  - B: Ways to ensure the full participation of women
  - C: Responsibilities of Ministries and other institutions
- A: Limitation to full participation of women.
42. The participation of every member of society is an important recipe for realization of development plans since they are the implementers and beneficiaries of those plans. Although our country has many different ways to involve the society in developmental activities, there are still problems facing women towards full involvement in the development process.
  43. The areas in which women are not fully involved include:
    - (i) Decision-making at various levels.

- (ii) Planning, supervising and managing their developmental activities.
  - (iii) Distribution of resources at different levels.
  - (iv) Distribution of the income accruing from their labour.
  - (v) Allocation of resources to the sectors providing essential services to enable women to participate fully in development process.
44. This situation results in women being denied their rights; the nation not using their talents fully and unemployment problems in both the formal and informal sectors. Thus women are not treated as an integral part of the society. This makes them therefore, lack self-confidence and their plans falter, factors which continue to enhance inequality in society and in the end reduce the pace of development.
45. Representation of women in national and international fora is limited.
46. The mechanism for monitoring and evaluating the implementation of national and international decisions, resolutions and agreements is deficient.

**B. Ways to ensure full participation of women.**

47. Education and Training:
- (i) Availing more educational and training opportunities to women (in order) to increase their abilities. Furthermore, training in management, planning, business and administration should be provided to women and to members of ward, district and village development councils. Training should emphasize the importance of planning and supervising implementation and

monitoring the results, with the aim of hastening women's development.

- (ii) Laws and procedures which govern the system of education and training should be amended with the aim of enabling women and girls to attend courses especially in the fields of science and technology.

48. Decision Making:

- (i) There should be a procedure whereby special vacancies are left open for women in appointed posts and elected ones at the village, ward, district, regional, national and international levels.
- (ii) A procedure should be established to ensure a fair ratio of women representation in all executive and management bodies.

49. Employment in the formal and in-formal sectors:

- (i) The structures and procedures in use for employing people should be reviewed with the aim of creating more vacancies for the employment of women in the formal sector.
- (ii) Labour regulations and procedures should be reviewed taking into consideration the situation of women and their numerous responsibilities in the society.
- (iii) The contribution of the informal sector to national revenue should be recognised.
- (iv) To provide women with training and consultancy support in order to enable them manage their enterprises profitably.

50. Participation of Women at International level.

- (i) Tanzania should continue to participate and be a member of various organisations dealing with women's issues. There should be closer cooperation with Women from other countries, who are also fighting against women discrimination and all other forms of exploitation, in order to bring about the liberation of women.
- (ii) Representation at national and international fora should involve the participation of women.
- (iii) National and international recommendations and agreements should be fully implemented.

**C: Responsibility of Ministries and other Institutions.**

- 51. The Ministries responsible for Education, Science, Technology, Administration, Local Governments, Women Machinery, in collaboration with all other Ministries and Institutions should provide more training opportunities for women in training institutions and schools. Furthermore, the laws and regulations governing schools and colleges should be amended in order to enable women and girls to complete their studies.
- 52. The Ministries responsible for Regional Administration, Local Government and Women Machinery should provide training to women and members of village, ward, and district development councils in planning, project preparation, administration, business and management of development projects.
- 53. The Ministry responsible for Regional Administration, Local Governments, Women Machinery together with womens' Organisation, in collaboration with other Ministries and Institutions and Voluntary Agencies, should prepare clear structures for the involvement of women in management and executive meetings/fora.

54. The Ministries responsible for Education, Science, Technology and Higher Education and Civil Service in collaboration with the Women Machinery should review the education and training systems with the aim of creating more opportunities for education and the employment of women in the formal sector.
55. The Ministries responsible for Civil Service, Youth Development, Regional Administration and Local Government in collaboration with the Women Machinery should review the conditions and terms of service to take into consideration the numerous responsibilities of women in society.
56. The Ministry responsible for the Civil Service, Youth Development, Regional Administration and Local Governments in collaboration with the Ministry responsible for Women's Affairs should review the procedures and labour laws taking into consideration the numerous responsibilities of women in society.
57. The government should recognise the contribution of the informal sector to the national income and prepare concrete plans for its development.
58. The Ministries responsible for Commerce, Industries, Regional Administration, Local Governments and Women Machinery should provide a structure by which training and consultancy services can be provided to women involved in informal sector economic activities.
59. The Ministries responsible for Foreign Affairs, International Cooperation in collaboration with the Treasury and the Women's Machinery should enhance international cooperation. These Ministries should also make sure that there is a good balance in representation at national and international fora.

60. All Ministries and other institutions should make sure that national and international decisions and agreements are fully implemented.

#### **CHAPTER FIVE:**

##### **REDUCING WOMEN'S WORKLOAD:**

- A: Scope and Quantity of Womens workload.  
B: Ways to alleviate women's workload.  
C: Responsibility of Society, Ministries and other Institutions.
- A. Scope and Quantity of women's workload.**
61. Women in Tanzania, especially those living in the rural areas, have multiple roles and heavy workload and therefore do not have enough time for resting, self-advancement and recreation. This state of affairs has a detrimental effect on their health.
62. Much of women's workload stems from firstly, their many responsibilities which inter-alia include: bearing children and their nurturing, taking care of the family, housework, farming and contributing to the economic production of the family. Secondly, the heavy workload results from traditions and customs, which are strongly based on asymmetric division of labour, accompanied by lack of appropriate technology.
63. The reasons hindering the society from using appropriate technology include: ignorance of the types of appropriate technologies available in the country, expenses entailed in their production and dissemination and inability to afford these technologies. Moreover, lack of knowledge and skills to maintain technologies, technology which is manufactured, without taking into consideration the ability and physical strength of the users and unavailability of some of the technologies to users.

**B: Ways to alleviate women's workload.**

64. There should be national plans to help alleviate women's workload.
65. Provide information to the society about various technologies available in the country.
66. There should be simple and appropriate means for making available, dissemination, and for providing training in production, management and maintenance of technologies.
67. There should be procedures for access to loans/credits to ensure that low income women can secure the available technologies.
68. The innovation and development of technologies should take into consideration the end-users ability to use the technology available.
69. Social services such as child care centers and health services should be provided and strengthened.
70. Appropriate technologies for facilitating the availability and storage of clean and safe water e.g. hand pumps, shallow wells, water storage tanks and jars at affordable prices, be disseminated.
71. The society should be sensitized and mobilized so that men also participate in work presently considered to be women's work. The myth that, there is work that should be done by women only, should be strongly discouraged.
72. Simple and cheap energy sources eg. biogas, coal, electricity, etc together with improved wood/fuel, efficient cooking stoves, be used in both rural and urban areas to reduce women's workload.



**C: Responsibility of Society, Ministries and other Institutions.**

73. The Institution responsible for Planning in collaboration with the Ministries responsible for Science, Technology, Industries, Vocational training, Higher Education and Women Machinery should ensure that there are national plans to lessen women's workload.
74. Women Machinery, in collaboration with the Ministries responsible for Regional Administration, Local Governments, Industries and Commerce should educate the society about appropriate technologies available in the country.
75. Women Machinery, the Ministries responsible for, Regional Administration, Local Governments, Agriculture, Livestock, Cooperatives, Commerce, Industries, Science, Technology, Higher Education, Water, Energy and Minerals should take Positive action to ensure availability and dissemination of technologies which reduces women's workload.

**CHAPTER SIX**

**COORDINATION OF WOMENS DEVELOPMENT:**

- A: Discrepancies in the Coordination of womens Development.
- B: Ways to strengthen coordination.
- C: Responsibility of Ministries and other Institutions.

**A: Discrepancies in Coordination of Women's Development.**

76. To date, Women's issues are being dealt with generally by all sectors and without proper approach. They are neither given the weight they deserve nor are they being interpreted in the right perspective.
77. This situation brings about the following results; women

issues are not being given priority in the respective fields; there is lack of concrete strategies for implementation, lack of coordinating guidelines and supervision and unavailability of proper machinery/body to coordinate women development issues.

**B: Ways to strengthen coordination:**

78. A Specific Body for coordinating, planning and evaluating implementation of women development plans should be established.
79. There should be concrete guidelines and strategies for ensuring proper implementation of plans for development of women.
80. There should be experts who are gender sensitive and equipped with resources to facilitate greater efficiency in the coordination of women development activities.

**C: Responsibility of Ministries and other Institutions.**

81. The government should establish a Specific Body (Women Machinery) giving it full powers and authority to issue guidelines, and make follow-up and coordinate women development. This Women Machinery will be the chief ~~adviser~~ to the government on all matters affecting women's development.
82. The Institutions responsible for Planning and the Specific Women Machinery/Body should formulate and issue guidelines and implementation strategies on women and development activities.
83. All Ministries and Institutions should make sure that there are experts specifically trained in women in development and equipped with sufficient resource to fulfil the required coordination.

## CONCLUSION

84. Proper implementation of this policy will put to an end womens' oppression and heavy workload. It will enable women to have their legitimate rights of ownership and use of property and wealth. The implementation of the policy will ensure that women get into executive and managerial posts.
85. The success of the policy will depend on the following:-
- (i) Every Tanzanian, Ministries, Religious organisations and all other Organisations throughout the country, fulfil their responsibilities as stipulated in this policy document.
  - (ii) The implementation of this policy will be further assisted by the effective implementation of plans, programs and other policies such as the policy of Socialism and Self-Reliance, Education for Self-Reliance, policies for Agriculture, Livestock, Fisheries Nutrition, Water and Energy, Population etc.
  - (iii) Close supervision by the government at all levels, to ensure that every individual or sector responsible for the implementation of this policy fulfil their responsibilities as stated in this policy document.